

NRF[®] National Retail Federation

June 8, 2026

The Honorable Mike Johnson
Speaker of the House
U.S. House of Representatives
Washington, DC 20515

The Honorable Hakeem Jeffries
Minority Leader
U.S. House of Representatives
Washington, DC 20515

Dear Speaker Johnson and Minority Leader Jeffries:

On behalf of the National Retail Federation (NRF), I urge you to oppose H.R. 5408, the Faster Labor Contracts Act (FLCA). The National Retail Federation (NRF) has determined that the legislation will negatively impact our members and the overall economy. On behalf of NRF, I write to express our opposition to the legislation. **Please note that NRF will consider any votes concerning H.R. 5408, including a Motion to Discharge, and any related votes, as part of our Retail Opportunity Index for our annual voting scorecard.**

The National Retail Federation passionately advocates for the people, brands, policies and ideas that help retail succeed. From its headquarters in Washington, D.C., NRF empowers the industry that powers the economy. Retail is the nation's largest private-sector employer, contributing \$5.3 trillion to annual GDP and supporting more than one in four U.S. jobs — 55 million working Americans. For over a century, NRF has been a voice for every retailer and every retail job, educating, inspiring and communicating the powerful impact retail has on local communities and global economies.

The FLCA would fundamentally alter federal labor law by allowing the government to impose the terms of a first collective bargaining agreement if the parties do not reach agreement within 120 days. Under the bill, a government-appointed arbitration panel could dictate wages, benefits, workplace policies, safety rules and other core terms of employment for up to two years. Government-mandated contracts would harm both workers and employers. Arbitrators simply lack the knowledge necessary to set workable terms for individual businesses, particularly in a highly competitive, low-margin industry such as retail. This approach undermines the bedrock principle of voluntary agreement enshrined in the National Labor Relations Act.

The FLCA also raises serious constitutional and due process concerns. Granting the federal government unprecedented authority to impose binding contract terms, without clear standards or safeguards, is inconsistent with longstanding Fifth Amendment protections and basic principles of private contract law. We urge Congress to vote “**Nay**” to reject this legislation.

Sincerely,



David French
Executive Vice President
Government Relations

cc: Members of the U.S. House of Representatives